

**Independent Review of  
Isle of Man Steam Packet Company  
Terms of Reference**

## **Background**

1. Since the closure of the Isle of Man Borders in March 2020 under statute, a process has existed to allow key workers to travel to and from the United Kingdom, subject to a process of exemptions and documented requirements in terms of self-isolation and any other precautionary measures that may be required.
2. In February 2021, the Isle of Man Steam Packet Company Limited (IOMSPCo) confirmed that one of its Isle of Man based keyworkers had tested positive for Covid-19. A cluster of persons positive for Covid-19 subsequently developed which can be traced to the IOMSPCo keyworker.<sup>1</sup>
3. The [Cabinet Office](#) wishes to commission a review by a party independent of those directly involved, on behalf of the Chief Minister into the circumstances under which Direction Notices regarding Self-Isolation and any other requirements have been issued to the Isle of Man Steam Packet Company Limited (IOMSPCo).
4. The review is to be undertaken completely independently of the Cabinet Office and it will have entire independence of action and thought. It will also be afforded full access to all records held by and personnel employed by the Isle of Man Government and all its agencies.
5. The reviewer will be able to report their conclusions with complete freedom and entirely unfettered from any obligation to the Cabinet Office.

## **Review – Terms of Reference**

6. As a minimum, the review should consider and report on the following elements:
  - i. The documentation and advice issued to IOMSPCo by the Isle of Man Government regarding the requirements for its keyworkers since March 2020. To include those issued by:
    - the Travel Notification Service
    - Public Health
    - Department of Infrastructure (who initially provided early exemptions)
  - ii. The processes under which any documentation such as Direction Notices are drawn up, from drafting through to final iteration and issuance as relevant to the IOMSPCo.
  - iii. The risk assessments and mitigations proposed by IOMSPCo to minimise the risk of transmission, and any assurance demonstrated by the company around these risks, and any aspects that have demonstrably changed that may have led to a break down in mitigations.

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<sup>1</sup> <https://www.bbc.co.uk/news/world-europe-isle-of-man-56114136>

- iv. How contact tracing was conducted once the initial positive case was identified in the Isle of Man based IOMSPCo keyworker and the subsequent containment of the cluster.
- v. Any relevant evidence that is required or supplied, including the IOMSPCo's review into the infection of its staff member and the Company's own review of the risk assessments and mitigations that has been performed by the Board independent of the executive.
- vi. Whether there were any shortcomings in the process, documentation issued, advice given or interaction with IOMSPCo and any recommendations as a result.
- vii. What learning is required and what improvements in any relevant area; including the Direction Notice and associated process.
- viii. What actions can be taken to prevent such an incident occurring in the future.

## **Report**

- 7. The report into the review will be to a professional standard suitable for publication. If necessary, technical detail can be appended or provided in separate documents as the report itself must be written so as to be readily understood by the lay person. If required personal data may be redacted prior to publication to ensure that data protection legislation is complied with.

## **Governance**

- 8. The review will be sponsored by the Chief Minister. Your officer contact for the review will be Kirsty Hemsley, who is able to act under the authorisation of the Chief Secretary.
- 9. The aim of the report is to inform the Chief Minister and Council of Ministers as to the timeline of events and root causes that led to creation of the recent IOMSPCo 'cluster', to identify lessons to be subsequently learned, and to identify any further mitigations now required to manage the risks of a reoccurrence.